

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

SB 1726 – HB 1904

February 7, 2016

SUMMARY OF BILL: Encourages employers to provide paid or unpaid time off on Veterans Day for employees who are veterans. Requires the written request by an employee, submitted 30 days prior to Veterans Day, for time off to include a federal certificate of release or discharge from active duty for the purpose of providing evidence of the employee's eligibility for time off. Requires an employer to approve or deny the request not less than ten days before Veterans Day and to notify the employee, if the request is approved, as to whether the employee will receive paid or unpaid time off.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Veterans Day is an existing holiday for all state and local government employees.
- The Department of Labor and Workforce Development confirms the bill's fiscal impact is considered not significant.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumptions:

- The Department of Labor and Workforce Development reports that most businesses typically give an option to employees to take a paid or unpaid day off for Veterans day, resulting in an impact to commerce that is considered not significant.
- The provisions of the bill are not estimated to have an impact on the overall number of jobs in the state.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

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